

Administrative - Internal Use Only

DD/A Registry

81-1177

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2 June 1981

MEMORANDUM FOR: Director of Personnel
THROUGH: Deputy Director for Administration
FROM:
STAT Director of Communications
SUBJECT: Overseas Review Panel

DD/A REGISTRY
FILE: Pers - 4

1. As you know, I have had recent occasion to reopen a case before the Overseas Review Panel. While the results of that reopening achieved the end that seemed to be the best for the needs of the Office of Communications, I was, and am, deeply concerned by the existence of that panel.

2. In today's climate, with an increasing concern for the rights of the individual and a growing need to fix management accountabilities and responsibilities, the existence of such a panel appears to be anachronism. The panel with which I dealt seems to lack overseas experience; is not accountable for the consequences of its actions; deals rather cavalierly with the impact of those actions upon people's careers; and, appears to me to usurp the rightful responsibilities of managers. There may have been a need for the existence of such a panel a number of years ago when the exchange of information among office and division chiefs was limited and most personnel problems were treated as arcane subjects. Today, I believe the Agency's personnel management system has matured to the point where this panel not only is unnecessary, but may actually be doing the Agency a disservice. I recommend to you that this panel be abolished and that the existing Agency regulations be amended to reflect this abolition.



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Date

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REMARKS

Bill, it seems to me there is an increasing need for evaluations such as these. In fact, there are some managers who look to this from a referee. I don't know specifics of Gail's ordeal but would certainly agree that - more & more - our panels, committees, etc., are populated by folks who have never been overseas.

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